

REGISTER OF WAGE DETERMINATIONS UNDER THE  
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210William W.Gross Director      Division of Wage  
Determinations

Wage Determination No.: 1994-2159

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State: Idaho  
Area: Idaho Statewide

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

**OCCUPATION CODE - TITLE****MINIMUM WAGE RATE****01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	8 .44
01012 - Accounting Clerk II	10 .36
01013 - Accounting Clerk III	11 .66
01014 - Accounting Clerk IV	12 .73
01030 - Court Reporter	18 .73
01050 - Dispatcher, Motor Vehicle	15 .46
01060 - Document Preparation Clerk	10 .51
01070 - Messenger (Courier)	8 .68
01090 - Duplicating Machine Operator	10 .51
01110 - Film/Tape Librarian	10 .47
01115 - General Clerk I	8 .39
01116 - General Clerk II	9 .44
01117 - General Clerk III	10 .36
01118 - General Clerk IV	11 .39
01120 - Housing Referral Assistant	12 .02
01131 - Key Entry Operator I	9 .84
01132 - Key Entry Operator II	10 .78
01191 - Order Clerk I	9 .96
01192 - Order Clerk II	10 .93
01261 - Personnel Assistant (Employment) I	9 .57
01262 - Personnel Assistant (Employment) II	10 .62
01263 - Personnel Assistant (Employment) III	11 .83
01264 - Personnel Assistant (Employment) IV	13 .13
01270 - Production Control Clerk	15 .35
01290 - Rental Clerk	10 .03
01300 - Scheduler, Maintenance	10 .54
01311 - Secretary I	10 .54
01312 - Secretary II	11 .69
01313 - Secretary III	12 .98
01314 - Secretary IV	14 .41
01315 - Secretary V	15 .99

01320 - Service Order Dispatcher	14 .27
01341 - Stenographer I	16 .25
01342 - Stenographer II	18 .06
01400 - Supply Technician	13 .35
01420 - Survey Worker (Interviewer)	8 .63
01460 - Switchboard Operator-Receptionist	9 .75
01510 - Test Examiner	11 .10
01520 - Test Proctor	11 .10
01531 - Travel Clerk I	9 .49
01532 - Travel Clerk II	9 .97
01533 - Travel Clerk III	10 .81
01611 - Word Processor I	11 .39
01612 - Word Processor II	11 .75
01613 - Word Processor III	12 .47

**03000 - Automatic Data Processing Occupations**

03010 - Computer Data Librarian	9 .68
03041 - Computer Operator I	9 .26
03042 - Computer Operator II	12 .52
03043 - Computer Operator III	14 .63
03044 - Computer Operator IV	17 .87
03045 - Computer Operator V	18 .03
03071 - Computer Programmer I (1)	15 .58
03072 - Computer Programmer II (1)	20 .23
03073 - Computer Programmer III (1)	23 .47
03074 - Computer Programmer IV (1)	26 .86
03101 - Computer Systems Analyst I (1)	20 .12
03102 - Computer Systems Analyst II (1)	23 .47
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	11 .17

**05000 - Automotive Service Occupations**

05005 - Automotive Body Repairer, Fiberglass	15 .18
05010 - Automotive Glass Installer	13 .21
05040 - Automotive Worker	13 .06
05070 - Electrician, Automotive	13 .39
05100 - Mobile Equipment Servicer	10 .67
05130 - Motor Equipment Metal Mechanic	14 .69
05160 - Motor Equipment Metal Worker	13 .06
05190 - Motor Vehicle Mechanic	14 .69
05220 - Motor Vehicle Mechanic Helper	10 .67
05250 - Motor Vehicle Upholstery Worker	12 .34
05280 - Motor Vehicle Wrecker	13 .06
05310 - Painter, Automotive	13 .95
05340 - Radiator Repair Specialist	14 .17
05370 - Tire Repairer	10 .02
05400 - Transmission Repair Specialist	14 .69

**07000 - Food Preparation and Service Occupations**

(not set) - Food Service Worker	7 .23
07010 - Baker	10 .33
07041 - Cook I	7 .78
07042 - Cook II	9 .03
07070 - Dishwasher	7 .20
07130 - Meat Cutter	12 .63
07250 - Waiter/Waitress	7 .64

**09000 - Furniture Maintenance and Repair Occupations**

09010 - Electrostatic Spray Painter	12 .32
09040 - Furniture Handler	10 .87
09070 - Furniture Refinisher	12 .32
09100 - Furniture Refinisher Helper	10 .87
09110 - Furniture Repairer, Minor	10 .90
09130 - Upholsterer	12 .32

**11030 - General Services and Support Occupations**

11030 - Cleaner, Vehicles	7 .75
11060 - Elevator Operator	8 .46
11090 - Gardener	10 .88
11121 - House Keeping Aid I	7 .96
11122 - House Keeping Aid II	8 .40
11150 - Janitor	8 .73
11210 - Laborer, Grounds Maintenance	9 .21
11240 - Maid or Houseman	7 .32
11270 - Pest Controller	11 .36
11300 - Refuse Collector	12 .12
11330 - Tractor Operator	12 .10
11360 - Window Cleaner	9 .21

**12000 - Health Occupations**

12020 - Dental Assistant	12 .49
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11 .94
12071 - Licensed Practical Nurse I	11 .16
12072 - Licensed Practical Nurse II	12 .50
12073 - Licensed Practical Nurse III	13 .99
12100 - Medical Assistant	10 .86
12130 - Medical Laboratory Technician	15 .05
12160 - Medical Record Clerk	11 .24
12190 - Medical Record Technician	13 .54
12221 - Nursing Assistant I	8 .38
12222 - Nursing Assistant II	9 .43
12223 - Nursing Assistant III	10 .28
12224 - Nursing Assistant IV	11 .53
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	12 .94
12311 - Registered Nurse I	18 .98

12312 - Registered Nurse II	21 .63
12313 - Registered Nurse II, Specialist	21 .63
12314 - Registered Nurse III	25 .76
12315 - Registered Nurse III, Anesthetist	46 .29
12316 - Registered Nurse IV	28 .85

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	17 .79
13011 - Exhibits Specialist I	12 .40
13012 - Exhibits Specialist II	15 .85
13013 - Exhibits Specialist III	18 .66
13041 - Illustrator I	12 .11
13042 - Illustrator II	15 .26
13043 - Illustrator III	17 .35
13047 - Librarian	17 .05
13050 - Library Technician	10 .47
13071 - Photographer I	11 .51
13072 - Photographer II	14 .71
13073 - Photographer III	16 .49
13074 - Photographer IV	20 .27
13075 - Photographer V	24 .92

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	7 .12
15030 - Counter Attendant	7 .12
15040 - Dry Cleaner	8 .36
15070 - Finisher, Flatwork, Machine	7 .12
15090 - Presser, Hand	7 .12
15100 - Presser, Machine, Drycleaning	7 .12
15130 - Presser, Machine, Shirts	7 .12
15160 - Presser, Machine, Wearing Apparel, Laundry	7 .12
15190 - Sewing Machine Operator	8 .89
15220 - Tailor	9 .44
15250 - Washer, Machine	7 .46

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	12 .32
19040 - Tool and Die Maker	18 .45

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	12 .82
21020 - Material Coordinator	15 .35
21030 - Material Expediter	15 .35
21040 - Material Handling Laborer	9 .89
21050 - Order Filler	10 .95
21071 - Forklift Operator	11 .66
21080 - Production Line Worker (Food Processing)	11 .39
21100 - Shipping/Receiving Clerk	10 .86

21130 - Shipping Packer	11 .55
21140 - Store Worker I	9 .04
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12 .21
21210 - Tools and Parts Attendant	11 .66
21400 - Warehouse Specialist	11 .66

**23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	17 .61
23040 - Aircraft Mechanic Helper	11 .89
23050 - Aircraft Quality Control Inspector	18 .97
23060 - Aircraft Servicer	14 .50
23070 - Aircraft Worker	15 .35
23100 - Appliance Mechanic	12 .32
23120 - Bicycle Repairer	9 .30
23125 - Cable Splicer	18 .04
23130 - Carpenter, Maintenance	13 .75
23140 - Carpet Layer	13 .68
23160 - Electrician, Maintenance	18 .49
23181 - Electronics Technician, Maintenance I	15 .24
23182 - Electronics Technician, Maintenance II	22 .00
23183 - Electronics Technician, Maintenance III	26 .06
23260 - Fabric Worker	14 .06
23290 - Fire Alarm System Mechanic	15 .70
23310 - Fire Extinguisher Repairer	13 .28
23340 - Fuel Distribution System Mechanic	15 .70
23370 - General Maintenance Worker	13 .47
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16 .05
23430 - Heavy Equipment Mechanic	15 .48
23440 - Heavy Equipment Operator	15 .90
23460 - Instrument Mechanic	17 .86
23470 - Laborer	9 .89
23500 - Locksmith	15 .90
23530 - Machinery Maintenance Mechanic	16 .98
23550 - Machinist, Maintenance	14 .92
23580 - Maintenance Trades Helper	10 .91
23640 - Millwright	18 .99
23700 - Office Appliance Repairer	16 .21
23740 - Painter, Aircraft	14 .91
23760 - Painter, Maintenance	14 .34
23790 - Pipefitter, Maintenance	19 .58
23800 - Plumber, Maintenance	17 .61
23820 - Pseudraulic Systems Mechanic	15 .70
23850 - Rigger	16 .80
23870 - Scale Mechanic	13 .96
23890 - Sheet-Metal Worker, Maintenance	13 .99
23910 - Small Engine Mechanic	11 .54
23930 - Telecommunication Mechanic I	17 .31
23931 - Telecommunication Mechanic II	19 .78

23950 - Telephone Lineman	17 .31
23960 - Welder, Combination, Maintenance	13 .88
23965 - Well Driller	18 .05
23970 - Woodcraft Worker	16 .80
23980 - Woodworker	11 .76

**24000 - Personal Needs Occupations**

24570 - Child Care Attendant	7 .53
24580 - Child Care Center Clerk	11 .77
24600 - Chore Aid	7 .39
24630 - Homemaker	7 .98

**25000 - Plant and System Operation Occupations**

25010 - Boiler Tender	16 .21
25040 - Sewage Plant Operator	14 .58
25070 - Stationary Engineer	16 .21
25190 - Ventilation Equipment Tender	12 .63
25210 - Water Treatment Plant Operator	14 .58

**27000 - Protective Service Occupations**

(not set) - Police Officer	21 .40
27004 - Alarm Monitor	11 .26
27006 - Corrections Officer	18 .00
27010 - Court Security Officer	19 .14
27040 - Detention Officer	18 .00
27070 - Firefighter	18 .02
27101 - Guard I	9 .40
27102 - Guard II	13 .10

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	13 .57
28020 - Hatch Tender	13 .57
28030 - Line Handler	13 .57
28040 - Stevedore I	12 .30
28050 - Stevedore II	14 .80

**29000 - Technical Occupations**

21150 - Graphic Artist	15 .45
29010 - Air Traffic Control Specialist, Center (2)	29 .10
29011 - Air Traffic Control Specialist, Station (2)	20 .07
29012 - Air Traffic Control Specialist, Terminal (2)	22 .09
29023 - Archeological Technician I	13 .45
29024 - Archeological Technician II	15 .04
29025 - Archeological Technician III	18 .65
29030 - Cartographic Technician	14 .81
29035 - Computer Based Training (CBT) Specialist/ Instructor	18 .98
29040 - Civil Engineering Technician	16 .74
29061 - Drafter I	14 .28

29062 - Drafter II	15 .54
29063 - Drafter III	19 .84
29064 - Drafter IV	22 .19
29081 - Engineering Technician I	12 .66
29082 - Engineering Technician II	13 .80
29083 - Engineering Technician III	17 .61
29084 - Engineering Technician IV	19 .75
29085 - Engineering Technician V	23 .18
29086 - Engineering Technician VI	24 .44
29090 - Environmental Technician	19 .25
29100 - Flight Simulator/Instructor (Pilot)	20 .91
29160 - Instructor	18 .98
29210 - Laboratory Technician	14 .36
29240 - Mathematical Technician	20 .23
29361 - Paralegal/Legal Assistant I	13 .00
29362 - Paralegal/Legal Assistant II	15 .23
29363 - Paralegal/Legal Assistant III	17 .68
29364 - Paralegal/Legal Assistant IV	22 .53
29390 - Photooptics Technician	21 .14
29480 - Technical Writer	21 .55
29491 - Unexploded Ordnance (UXO) Technician I	18 .49
29492 - Unexploded Ordnance (UXO) Technician II	22 .37
29493 - Unexploded Ordnance (UXO) Technician III	26 .81
29494 - Unexploded (UXO) Safety Escort	18 .49
29495 - Unexploded (UXO) Sweep Personnel	18 .49
29620 - Weather Observer, Senior (3)	19 .81
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16 .21
29622 - Weather Observer, Upper Air (3)	16 .21

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	11 .22
31260 - Parking and Lot Attendant	7 .30
31290 - Shuttle Bus Driver	9 .96
31300 - Taxi Driver	8 .49
31361 - Truckdriver, Light Truck	10 .44
31362 - Truckdriver, Medium Truck	11 .43
31363 - Truckdriver, Heavy Truck	14 .84
31364 - Truckdriver, Tractor-Trailer	14 .84

**99000 - Miscellaneous Occupations**

99020 - Animal Caretaker	8 .18
99030 - Cashier	7 .48
99041 - Carnival Equipment Operator	8 .50
99042 - Carnival Equipment Repairer	10 .27
99043 - Carnival Worker	7 .20
99050 - Desk Clerk	7 .33
99095 - Embalmer	18 .49
99300 - Lifeguard	9 .72

99310 - Mortician	21 .91
99350 - Park Attendant (Aide)	12 .20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .44
99500 - Recreation Specialist	11 .95
99510 - Recycling Worker	12 .29
99610 - Sales Clerk	9 .44
99620 - School Crossing Guard (Crosswalk Attendant)	9 .78
99630 - Sport Official	9 .72
99658 - Survey Party Chief (Chief of Party)	16 .62
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15 .11
99660 - Surveying Aide	11 .26
99690 - Swimming Pool Operator	11 .65
99720 - Vending Machine Attendant	10 .42
99730 - Vending Machine Repairer	13 .40
99740 - Vending Machine Repairer Helper	10 .07

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.



**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job

definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.